



Three Characteristics that are found in Exceptional Team Members

It's always difficult to identify just what the something extra is that sets apart a team member. More importantly, is there a way of finding out during the hiring interview process if those characteristics might be present?

During a succession planning process with a manufacturing company I attempted to identify what the "high potential" people had in common.

What I found, is what I call the 3 I's. They are:

- 1. Inquisitiveness*
- 2. Impatience*
- 3. Instructional*

Inquisitiveness

These people are always asking, "Why?" or "Why not?" This attribute is not expressed in an insubordinate manner, but rather as an honest intellectual pursuit to understand.

Impatience

I see this as the antithesis of procrastination. If something needs to be done, why not just do it now? This person identifies roadblocks, solves problems, gets cooperation, and overcomes hurdles.

Instructional

This is the person who takes the time to teach others the ropes, explains the reasons, and comes alongside to assist. This "apt to teach" is a "sharing" attitude and can indicate a balanced "ego" – strong enough to believe knowledge possessed is valuable and not so strong as to hold it over someone as "better than you". This is a person who can empathize with the one being taught, because this person is a learner too.

The importance of recognizing these attributes comes during the hiring process. For many people, these are innate qualities. Therefore they will be readily detected during an interview.

Here are some points to consider during the interview:

For more information on how GaMEP can help you coach and develop your team, contact:

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- *Has the candidate taken it upon himself or herself to learn something new? For example taken a course, learned a craft, or joined an organization in order to gain knowledge?*
- *What are examples of “taking action” that the candidate can relate that exemplify a “do it now” attitude?*
- *Does the candidate tutor students, teach a course, or in any way share knowledge; whether it’s work-related, a hobby, sport or anything else?*

Everybody will probably say they are a team player when asked outright, but giving examples of these characteristics is more likely to demonstrate the true nature of the personality to be a team player. It is difficult enough to build a true team culture within an organization. Why not just hire more people who naturally demonstrate these characteristics?

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